

**Minutes of a Meeting of the  
Employment Committee held on 16  
February 2023**

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+ Cllr Stuart Black (Chairman)  
+ Cllr Cliff Betton (Vice Chairman)

- Cllr Colin Dougan	+ Cllr Alan McClafferty
- Cllr Sharon Galliford	+ Cllr Graham Tapper
- Cllr Mark Gordon	+ Cllr Victoria Wheeler
+ Cllr Josephine Hawkins	

+ Present  
- Apologies for absence presented

Officers Present: Sally Kipping  
Julie Simmonds  
Rachel Whillis

**24/EC Minutes**

The minutes of the meeting held on 26 January 2023 were confirmed and signed by the Chairman. It was noted that the meeting was not being livestreamed.

**25/EC Exclusion of Press and Public**

In accordance with Section 100(A)(4) of the Local Government Act 1972 (as amended), the press and public were excluded from the meeting for the following items of business on the ground that they involved the likely disclosure of exempt information as defined in the paragraphs of Part 1 of Schedule 12A of the Act as set out below:

Minute	Paragraph(s)
26/EC	1 (Information relating to any individual)
27/EC	1 (Information relating to any individual)

**26/EC Annual Report**

The Committee was reminded that all officer posts within the Council were allocated a grade within the Salary Scales for Officers, which formed part of the Staff Terms and Conditions of Employment. Each salary grade contained up to 5 incremental points, also referred to as Spinal Column Points (SCP), with the highest SCP considered the rate for that grade. The SCP on which a member of staff started was based on their experience, with incremental progression within the grade dependent upon positive recommendation by the individual's line manager, in accordance with the Appraisal Development Scheme; with regard to the Chief Executive, this process was reserved to the Employment Committee as set out at Part 3 of the Constitution.

Members received a verbal report from the Leader on the appraisal he had undertaken with the Chief Executive. Having noted the Leader's report and

discussed the performance against agreed objectives, the Committee agreed that the Chief Executive's pay should move to SCP 33.304. This equated to a salary of £136,812 per annum.

It was noted that, as this was the final increment on that pay grade, the current Chief Executive would not be eligible for any further incremental increases.

**RESOLVED that the Chief Executive's salary be moved to Spinal Column Point 33.304.**

#### **27/EC Review of Exempt Items**

The Committee reviewed the items which had been considered at the meeting following the exclusion of members of the press and public, as it involved the likely disclosure of exempt information.

**RESOLVED that any details relating to the appraisal to remain exempt, but the decision to award an increment be made public.**

Chairman